DDS&T-221-84

3 0 MAR 1984

Att. ER84-268+/1-5

F/C C02-84

25X1

ER 83-5194

DDA 84-0575/1

MEMORANDUM FOR: Executive Director

FROM: R. E. Hineman
Deputy Director for Science and Technology

SUBJECT: Foreign Language Reserve

REFERENCE: Memo for DDS&T from EXDIR, dated 22 Feb 1984
Same subject, ER 84-268/4

1. This memo responds to your request for comments on the most effective way to comply with the Director's desire to enhance the Agency's reserve language capability. We have identified three ways to enhance the Agency's reserve foreign language capability: 1) using a list of FBIS annuitants as a starting point for the foreign language reserve, 2) improving the administrative procedures to bring annuitants into such a program, and 3) encouraging current employees to acquire needed languages and compensating them accordingly ___

25X1

2. In your memo you stated that the FBIS roster of annuitants working under contract with the Joint Publications Research Service (JPRS) may be a useful mechanism for augmenting linguists during a crisis. This roster, in fact, could be used as point of departure for creating a foreign language reserve. Of the ___ linguists that JPRS has under contract ___ are CIA annuitants, but only ___ of these have retained their Agency clearances. JPRS has contracts with other government annuitants who are non-Agency retirees. A number of these people worked at State, NSA, and DoD and probably had security clearances. FBIS is preparing a JPRS annuitant list for use by the Foreign Language Committee. Once the language capabilities of the CIA annuitants have been exhausted, retirees from other agencies could also be drawn upon. ___

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SECRET

DCI
EXEC
REG

SUBJECT: Foreign Language Reserve

3. We need to do a better job in dealing with the Intelligence Community retirees who can provide a significant surge capability. All too often unreasonable administrative burdens are placed on the retirees. We need to streamline these administrative and security procedures. The prime objective should be to encourage retirees to actively seek participation in a surge capability program. Such a program should instill a sense of pride and be an honor to serve in. We must insure that retirees are adequately compensated for their efforts, both when qualifying for employment and when performing the job.

25X1

4. We should try to predict our "surge-requirement" languages. By so doing, we can plan for needs by encouraging employees to acquire the needed skills through a Language Incentive Program. Any employee could be paid to achieve, then maintain the language skill. This program would also pay language-qualified employees a full salary for a two-week-per-year duty with NSA or FBIS to use their skills and update their knowledge of the language area. Then, when and if the need arises to use the language, we could treat the use similar to flight pay, i.e., if used one day, that particular pay period would receive a use award.

25X1

5. As other ideas come forward we will send them to you.

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. E. Hineman

25X1

Distribution:
    Orig - Addressee
       1 - Executive Registry
       1 - DDS§T Registry
       1 - DDS§T/PRS

SECRET

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:			ACTION	INFO	DATE	INITIAL
1	DCI					
2	DDCI			✓	2 9 MAR 1984	
3	EXDIR					
4	D/ICS			✓		
5	DDI					
6	DDA					
7	DDO					
8	DDS&T					
9	Chm/NIC					
10	GC					
11	IG					
12	Compt					
13	D/Pers					
14	D/OLL					
15	D/PAO					
16	SA/IA					
17	AO/DCI					
18	C/IPD/OIS					
19	C/FLC		✓	✓		
20						
21						
22						

SUSPENSE	
	Date

Remarks

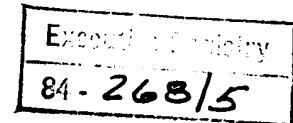Executive Secretary

3/29/84
Date

3637 (10-81)

STAT

THE SECRETARY OF DEFENSE

WASHINGTON, THE DISTRICT OF COLUMBIA

84 - 268/5

2 7 MAR 1984

Honorable John N. McMahon
Deputy Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Mr. McMahon:

    I share your concerns prompting the creation of an Intel-
ligence Community Linguist Pool. One of the most important
actions in the creation of such a pool has already begun.
The Department of Defense Manpower Data Center has been tasked
to develop a DoD-wide foreign language ability and performance
inventory. The security clearance status of the linguist
will also be available, making this inventory very useful in
meeting linguist surge requirements. Additionally, a study
is currently underway to determine the capability of the
reserve component to support the linguist pool. We will
support further actions required to achieve the activation
of the linguist pool through our representative on the Foreign
Language Committee.

                    Sincerely,

DCI
EXEC
REG

B-206

S E C R E T

0/-1155

84-0573/1

16 MAR 1984

MEMORANDUM FOR: Executive Director

FROM: Harry E. Fitzwater
Deputy Director for Administration

SUBJECT: Foreign Language Reserve

REFERENCE: Your memo, same subject, dtd 22 Feb 1984 (ER 84-268/4)

1. This is an interim response to your request because all of the parameters of the Foreign Language Reserve Program (FLRP) have not yet been determined. For example, without knowing if FLRP members are going to be required to maintain a specific skill level, and/or to be tested periodically (and how often) at Agency expense or how Agency reservists would be paid if called up for another agency, etc., it is not possible at this point to determine exactly how the planned contract and procedures for the inactive element of the Agency Civilian Reserve Program (ACRP) may be modified to accommodate the FLRP. While both programs are similar in their basic intent to provide a surge capability, the specifics of the FLRP may be dissimilar enough to dictate separate administration.

2. I understand that [ ] IC Staff, is working with [ ] Chairperson, Foreign Language Committee, and other members of the Intelligence Community in developing the specifics of a Community-wide program to be administered basically within each participating Agency. At a meeting on 9 March 1984 with [ ] FBIS, and [ ] OP, [ ] /OP agreed to obtain, if possible, a listing of Agency retirees from 1974 who possess any of the languages of interest to the Community when those languages are identified.

3. As soon as some of the basic details have been fleshed out by [ ] we will be in a better position to determine if and how the ACRP may be modified to accommodate the FLRP or if another mechanism would be more effective. We will continue to work with [ ] and [ ] and will advise you further at a later date.

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Harry E. Fitzwater

cc: DDS&T

DCI
EXEC
REG

25X1

S E C R E T

SUBJECT: Foreign Language Reserve

DD/PA&E/P&PS [   ] (13Mar84)   25X1

Distribution:
  Original - Addressee
        1 - Executive Registry
        2 - DDA
        1 - D/OP
        1 - DD/PA&E
        1 - C/P&PS/PA&E

SECRET

Executive Registry

84 - 268/4

22 FEB 1984

Att. FLC. 002-84
SC. 01766-83
ER 83-5744

MEMORANDUM FOR: Deputy Director for Administration
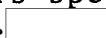   Deputy Director for Science and Technology

FROM: 25X1

                  Executive Director

SUBJECT: Foreign Language Reserve

1. Recent correspondence between the DCI and the Chairman
of his Foreign Language Committee (FLC) focused on the ability of
the Intelligence Community to round up on a surge basis people
with foreign language qualifications. In a follow-up action, the
DDCI directed the Committee to establish a Community language
reserve. His specific charge to the FLC is attached for your
information.   25X1

2. The Director suggested that the inactive element of the
Agency Civilian Reserve Program and the FBIS roster of annuitants
working under contract with the Joint Publications Research
Service (JPRS) represent useful mechanisms for augmenting CIA's
active duty corps of linguists during crises. The inactive
element of the Agency reserve program, now in its formative
stage, seems to represent the most attractive of these two
approaches; the resource implications would be modest, and it
would be relatively easy to obtain security approval for members
upon activation. The FBIS roster of JPRS translators may offer
less promise for flexible employment as a reserve, and its
augmentation for this purpose could pose a resource problem. As
I recall, most of these contractors are not CIA annuitants, and
they are all actively employed and deal only with unclassified
material.   25X1

3. I would appreciate hearing your views soon on the most
effective way to comply with the Director's desire to enhance the
Agency's reserve language capability so that I may advise him of
our intended actions in this regard early in March.   25X1

                                                                 25X1

Attachment

Distribution:
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   (1 - ER w/att
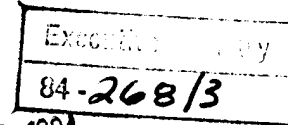   1 - ExDir w/att
    1 - PS (IC Staff-General) w/att   SECRET
                                                                 25X1

A T T
L K 84-268/2
F L C-002-84

The Director of Central Intelligence

Washington, D.C. 20505

Executive ___
84-268/3

14 FEB 1984

MEMORANDUM FOR: The Honorable Caspar W. Weinberger
                   Secretary of Defense

SUBJECT: Intelligence Community Linguist Pool

        During the past several years, there has been increasing concern both in
the Congress and in the Executive Departments about the lack of a suitable
mechanism to round up on a surge basis people with unusual foreign language
qualifications if they should be needed. I am asking the Chairman of my
Foreign Language Committee (FLC), [   ] to work with   STAT
representatives of the Intelligence, Foreign Affairs, and Defense Communities
to create a pool of qualified, cleared linguists for use by any Community
element requiring augmentation of its active duty linguists in time of need.
[   ] will be discussing this matter with the Department of Defense STAT
representatives to the FLC, whose advice and cooperation will be essential to
the establishment of such a linguist pool.

                                        /S/ John N. McMahon

                                          John N. McMahon
                                          Acting Director

B-206

SUBJECT: Intellingece Community Linguist Pool

Distribution:

1 - Secretary of Defense
1 - DCI
1 - DDCI
1 - Executive Registry
1 - D/ICS
1 - DD/ICS
1 - ES/FLC
1 - FLC Chrono
1 - ICS Registry

ES/FLC [   ] (30 Jan 84)   STAT

The Director of Central Intelligence

Washington.D.C. 20505

14 FEB 1984   84-268/2

MEMORANDUM FOR: The Honorable George P. Shultz
                   Secretary of State

SUBJECT: Intelligence Community Linguist Pool

    During the past several years, there has been increasing concern both in the Congress and the Executive Departments about the lack of a suitable mechanism to round up on a surge basis people with unusual foreign language qualifications if they should be needed. I am asking the Chairman of my Foreign Language Committee (FLC), _____ to work with   STAT representatives of the Intelligence, Foreign Affairs, and Defense Communities to create a pool of qualified linguists for use by any Community element requiring augmentation of its active duty linguists. _____ will b STAT discussing this matter with the State Department representative to the FLC, the Dean of the Foreign Service Institute's School of Language Studies, whose advice and cooperation will be essential to the establishment of such a linguist pool.

                                        /S/ John N. McMahon

                                        John N. McMahon
                                        Acting Director

SUBJECT: Intelligence Community Linguist Pool

Distribution:

1 - Secretary of State
1 - DCI
1 - DDCI
1 - Executive Registry
1 - D/ICS
1 - DD/ICS
1 - ES/FLC
1 - FLC Chrono
1 - ICS Registry

ES/FLC   (30 Jan 84)   STAT

The Deputy Director of Central Intelligence

Washington, D.C. 20305

04 FEB 1984

Executive Registry

84 - 2 b 3 / 1

MEMORANDUM FOR: Chairman, Foreign Language Committee

SUBJECT: Community Linguist Pool ⬚   25X1

REFERENCE: Your Memorandum to the DCI, Same Subject
⬚ 9 December 1983)   25X1

1. Thank you for your thorough assessment of the feasibility of creating an Intelligence Community pool of linguists for surge requirements. Tapping the linguistic ability of Community annuitants or reservists is certainly one useful avenue to explore.⬚   25X1

2. I would like the Foreign Language Committee to be the focal point for this effort. The Committee should:

-- serve as the Community repository for details on the ability of Community elements to augment on a surge basis their respective active duty corps of linguists;

-- keep the DCI apprised of the Community's continued overall ability to respond to emergency situations requiring such augmentation; and

-- provide a Community forum for addressing issues pertaining to interagency linguistic support. Occasionally, you may also be asked to coordinate Community responses to particular linguistic needs.⬚   25X1

3. The first task the Committee should undertake is to create an inventory of linguistic resources available to the Community but not currently employed. Specifically, we need to know the variety and level of supplemental linguistic support we could presently muster if required, the extent to which security or other considerations would hinder employment of this cadre, and what would be required to improve its flexibility. You should then tackle the longer-term question of how best to fill the gaps in this nucleus and maintain appropriate skill levels. Your Committee members should be able to keep you abreast of the individual efforts already underway in the Community to develop reserve pools of linguists tailored to their individual needs. Defense efforts to update pertinent DoD data bases with current language proficiency test results should, of course, be encouraged. ⬚

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SECRET

4. Because you will be breaking new ground in this undertaking, I would appreciate your providing me within the next few weeks an outline of your approach to the problem and your estimate of any difficulties you anticipate that may require resolution by the DCI or myself. With such an outline in hand, we will be in a better position to address the question of the amount and type of support the Committee might need in order to proceed.

25X1

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25X1

John N. McMahon

You can do this orally at some Tuesday morning ICS meeting with

UNCODED

25X1

Distribution:
  Orig - Addressee
  ✓ 1 - DD/PA&E/OP
    1 - C/LT/OT&E
    1 - ExDir
    1 - ER
    1 - PS
    1 - PS Chrono
        (27 January 1984)

25X1

SECRET
2

FLC-002-84
30 January 1984

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence
                Director, Intelligence Community Staff
                Deputy Director, Intelligence Community Staff

FROM: [   ]   STAT
              Chairman, Foreign Language Committee

SUBJECT: Memoranda for the Secretaries and State and Defense Advising
                Them of Your Request to the Chairman, Foreign Language
                Committee, to Establish a Community Reserve Linguist Pool

REFERENCES: A. [   ]dtd 9 Dec 83   STAT
              B. ER 84-268 dtd 12 Jan 84

    1. <u>Action Requested</u>: That you sign the attached memoranda to the Secretaries of State and Defense.

    2. <u>Background</u>: I have informed the members of the Foreign Language Committee (FLC) of your request that the Committee serve as the focal point in establishing a reserve pool of people with unusual foreign language qualifications for use by any Community element requiring a surge capability. All members of the FLC welcome this initiative. The representatives from the Department of State and the Department of Defense, many of whose components are not included in the National Foreign Intelligence Program, state that their participation in this effort would be facilitated by a note from you to the Secretaries of State and Defense expressing your interest in this program.

                                             STAT

                       Colonel, USAF

Attachments:
  1. Memo to Secretary of State
  2. Memo to Secretary of Defense

DCI
EXEC
REG

R-206

SUBJECT: Memoranda to Secretarites of State and Defense

Distribution: (FLC-002-84)

1 - DCI
1 - DDCI
1 - Executive Registry
1 - D/ICS
1 - DD/ICS
1 - ES/FLC
1 - FLC Chrono
1 - ICS Registry

ES/FLC [   ] (30 Jan 84)   STAT

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:		ACTION	INFO	DATE	INITIAL
1	DCI		X w/o att		
2	DDCI		X w/att		
3	EXDIR	X w/att			See
4	D/ICS				
5	DDI				
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7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/EEO				
14	D/Pers				
15	D/OLL				
16	C/PAO				
17	SA/IA				
18	AO/DCI				
19	C/IPD/OIS				
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22					

SUSPENSE	
	Date

Remarks

D/ Executive Secretary

13 January 1984

Date

3637 (10-81)

STAT

12 January 1984

MEMORANDUM FOR: Executive Director

FROM: Director of Central Intelligence

SUBJECT: Feasibility of Creating a Community Language Reserve

     It seems to me we can easily implement this language reserve along the lines you suggest. Make a push to bring a significant number of annuitants with language capability into the inactive reserve, add to the FBIS roster, get the Foreign Language Committee a couple of people, encourage and support and get inventory of the language skills of the Uniformed Services. Have a nucleus on which you can build slowly and fill in the gaps. Do the best we can as the thing develops to provide language maintenance opportunities but don't hold everything while that's being done.

     If you have any problems on marching ahead on this, let me know.

William J. Casey

25X1

B-206

Re tracking foreign language corps, DCI has
picked up your approach but also included addition
of people to the Foreign Language Committee to
do the job.

While there is a CIA role in all this, _____
is the midwife.

STAT

You might consider speaking to the DDCI about
keeping the program lean, offer to have PS
draft an implementing instruction to _____
from him, and have him (DDCI) mention to DCI
what has been done (sans additional staffing).

STAT

Central Intelligence Agency
Washington, D.C. 20505

28 December 1983

Executive Director

28 DEC 1983

NOTE FOR THE DDCI
DCI

° Tapping linguistic ability in annuitants or other
   potential reservists makes all kinds of sense.
   Linguistic requirements, as well as operational/
   other, were included in our structuring of a CIA
   Reserve Cadre. Thus, both NSA (   )   25X1
   para. 2) and CIA have linquistic reserve pro-
   grams, the latter drawing also on the JPRS pool.

° As [   ] para. 3 indicates, the Services have   25X1
   records of their Reservist's language skills and
   a proposal to update their data base with current
   language proficiency test results. This should
   be encouraged.

° I would think that the most productive and least
   bureaucratic results could come from these
   several components completing action on their
   individual programs.

° I would also think that, without having to add
   Staff, the Foreign Language Committee could
   serve, when necessary, as an informed switch-
   board. (Some across-Agency cooperative examples:
   Air Force detailees to DO/SE to exploit technical
   materials; recent DDO proposal to have DO annu-
   itants assist in emigre exploitation where
   Services lacked linguistic talent; periodic DO
   assistance to the FBI; etc.).

25X1

Confidential

Central Intelligence Agency
Washington, D.C. 20505

27 December 1983

Executive Director

NOTE FOR THE DDCI

o   Linquistic requirements as well as operational/
    other were included in our concept of a CIA
    Reserve - thus the idea of a "linquistic
    reserve" is, for us, a given need. I also
    support the idea of individual Community
    rosters.

o   The creation of a <u>Community</u> Reserve, with in-
    creased IC Staff positions and the inevitable
    bureaucratic/managerial/security hassle does
    not appeal at all.

N.B. DDO and DDA (plus D/OP) agree

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9 December 1983

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence
                  Director, Intelligence Community Staff
                  Deputy Director, Intelligence Community Staff

FROM: [   ]   25X1
                  Chairman

SUBJECT: Feasibility of Creating a Community Language Reserve

     1. The Foreign Language Committee has considered the problem of
providing the Community with a capability "to round up on a surge basis people
with unusual foreign language qualifications" as well as the possibility of
providing on an ad hoc and temporary basis, assistance to any one Community
member for critical operational use, personnel with foreign language skills
from other members of the Community. I have reviewed the memorandum prepared,
at your request, by the DDA in August 1981, and have discussed this problem
with representatives of the Department of Defense (including NSA, DIA and the
Uniformed Services), State, CIA, and the FBI. [   ]   25X1

     2. One essential element of a linguist reserve would be the maintenance
by each member of the Community of its own roster of reservists/retirees whose
language skills have been tested according to Community accepted proficiency
standards. Such individuals would also have to be given the opportunity to
maintain their skills and be given security clearances well in advance of any
anticipated need. At the present time, only NSA has a linguist reserve.
"Pursuant to Public Law 97-89, the Director, NSA/Chief, CSS authorized the
establishment last year of a Cryptologic Linguist Reserve Program (CLRP).This
program allows the Agency to designate, train, and compensate former (usually
retired) NSA linguists to fill language shortfalls in certain emergency
situations as determined by the Director, NSA. While the number of
participants in this program is now small, the Agency is seeking ways to
expand it, and the CLRP promises to be more useful as retiring linguists join
the program when they leave the Agency." [   ]   25X1

                                        [   ]   25X1
                                        Copy No. _1_

                                        [   ]   25X1

            SECRET   25X1

SUBJECT: Feasibility of Creating a Community Language Reserve

3. The reserves of the Uniformed Services do indeed include individuals with specific language and area skills. However, for the most part, such reservists have not been recently tested and their actual skills may not match those recorded in the data banks. There is presently a proposal for the Defense Manpower Data Center (DMDC), in conjunction with the Defense Language Institute's Foreign Language Center, to expand existing DMDC data basis to include language proficiency data on active duty military personnel, reservists, and civilians. Once this data base has been so revised the DFLC would hope to institute a periodic retesting of active duty personnel against Community accepted proficiency standards. This would ensure that when such individuals enter reserve status their proficiency standards would be known. The General Officers Steering Committee of the DFLC is presently considering the establishment of some five centers (both in the U.S. and abroad) for language maintainence, primarily for active duty personnel. It is hoped that such centers might also eventually be used for reservists as well.　　　25X1

4. CIA's Foreign Broadcast Information Service (FBIS) maintains a roster of some ⬚ persons, many of them annuitants from CIA and other Community 　25X1 elements, who are skilled translators working under contract with the Joint Publication Research Service (JPRS) and whose proficiency levels are known. However, such individuals deal only with unclassified materials and their use in an emergency would be greatly restricted unless they were pre-cleared for handling classified information. A linquist reserve for the CIA as a whole could be created in conjunction with the newly formed Agency Civilian Reserve Program, and we shall discuss this with appropriate Agency authorities.　　25X1

5. A Community-wide linguist reserve program could be established and administered by the FLC but only with considerable augmentation of resources. At present the Committee is served only by an Executive Secretary and a part-time secretary. Were it to be charged with creating and maintaining a Community linguist reserve it would require at least two additional personnel, one of whom should be a data processor.

6. If a Community linguist reserve is established, broadening it to encompass other elements of the Government could, possibly, be accomplished through the Interagency Language Round Table on which all elements of the Community are represented. A national language reserve would require, as well, the cooperation of academia and such organizations as the Social Science Research Council and the American Council on Education, to name but a few.

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SUBJECT: Feasibility of Creating a Community Language Reserve

Distribution: 25X1

Copy 1 - DCI
     2 - DDCI
     3 - Executive Registry
     4 - D/ICS
     5 - DD/ICS
     6 - ES/FLC
     7 - FLC Chrono
     8 - ICS Registry

ES/FLC   (8 Dec 83)   25X1

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:		ACTION	INFO	DATE	INITIAL
1	DCI		X w/att		
2	DDCI		X w/att		
3	EXDIR		X w/att		
4	D/ICS		X w/att		
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8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/EEO				
14	D/Pers				
15	D/OLL				
16	C/PAO				
17	SA/IA				
18	AO/DCI				
19	C/IPD/OIS				
20	C/FLC	X w/att			
21	ES		X w/o att		
22					
	SUSPENSE		8 Dec		

Remarks

D/Executive Secretary

28 November 1983
Date

25X1

83-5744

28 November 1983

MEMORANDUM FOR: Chairman, Foreign Language Committee

FROM: Director of Central Intelligence

1. Thanks for your response to my request for concise information about what the committee is doing, how well it is doing, and how it might do better.

2. I recently asked the DDA, I believe it was, for a report on what provisions have been made to round up on a surge basis people with unusual foreign language qualifications if they should be needed. This question was raised by Senator Schmitt of the PFIAB in connection with the proposed CIA reserve. I would like to know what arrangements there are or should be on a community basis to keep track or maintain a roster of people anywhere in the country who have special language qualifications which might be required in an emergency or for other special purposes.

3. What kind of staff does the Foreign Language Committee have to get its work done?

William J. Casey

Attachment

25X1

SECRET